



## OSHA announces employer-paid personal protective equipment final rule

**SUMMARY:** Many Occupational Safety and Health Administration (OSHA) health, safety, maritime, and construction standards require employers to provide their employees with protective equipment, including personal protective equipment (PPE), when such equipment is necessary to protect employees from job-related injuries, illnesses, and fatalities. These requirements address PPE of many kinds: hard hats, gloves, goggles, safety shoes, safety glasses, welding helmets and goggles, faceshields, chemical protective equipment, fall protection equipment, and so forth. The provisions in OSHA standards that require PPE generally state that the employer is to provide such PPE. However, some of these provisions do not specify that the employer is to provide such PPE at no cost to the employee. In this rulemaking, **OSHA is requiring employers to pay for the PPE provided, with exceptions for specific items.** The rule does not require employers to provide PPE where none has been required before. Instead, the rule merely stipulates that the employer must pay for required PPE, except in the limited cases specified in the standard.

### Table V-1.--Examples of PPE and Other Items Exempted From the Employer Payment Requirements

Non-specialty safety-toe protective footwear (e.g., steel-toe shoes/ boots).  
 Non-specialty prescription safety eyewear.  
 Sunglasses/sunscreen.  
 Sturdy work shoes.  
 Lineman's boots.  
 Ordinary cold weather gear (coats, parkas, cold weather gloves, winter boots).  
 Logging boots required under Sec. 1910.266(d)(1)(v).  
 Ordinary rain gear.  
 Back belts.  
 Long sleeve shirts.  
 Long pants.  
 Dust mask/respirators used under the voluntary use provisions in Sec. 1910.134.

### Table V-2.--Examples of PPE for Which Employer Payment Is Required [If used to comply with an OSHA standard]

Metatarsal foot protection.  
 Special boots for longshoremen working logs.  
 Rubber boots with steel toes.  
 Shoe covers--toe caps and metatarsal guards.  
 Non-prescription eye protection.  
 Prescription eyewear inserts/lenses for full face respirators.  
 Prescription eyewear inserts/lenses for welding and diving helmets.  
 Goggles.  
 Face shields.  
 Laser safety goggles.

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To subscribe to an email copy of this newsletter:

Robert Valdez  
 Phone: (801)580-3040  
 Fax: (801)530-7606

## Cold Weather Safety

### Personal cold weather tips:

- Dress in layered clothing and wear some kind of head cover.
- Check space heaters for sufficient ventilation and wire condition.
- Never place space heaters close to flammable objects, such as drapes or bedding.
- Make sure fireplace flues are working properly.
- Check extension cords for breaks or fraying.
- Do not use charcoal or gas grills indoors. They produce deadly carbon monoxide fumes.
- Check on the elderly and infirmed.

**"Working together we can make the beautiful State of Utah a safer place to work, elevating our workplace safety and health culture to a higher level of excellence"**

**Table V-2.--Examples of PPE for Which Employer Payment Is Required  
[If used to comply with an OSHA standard] Cont.**

Fire fighting PPE (helmet, gloves, boots, proximity suits, full gear).

Hard hat.

Hearing protection.

Welding PPE.

Items used in medical/laboratory settings to protect from exposure to infectious agents (Aprons, lab coats, goggles, disposable gloves, shoe covers, etc).

Non-specialty gloves:

Payment is required if they are PPE, i.e. for protection from dermatitis, severe cuts/abrasions.

Payment is not required if they are only for keeping clean or for cold weather (with no safety or health consideration).

Rubber sleeves.

Aluminized gloves.

Chemical resistant gloves/aprons/clothing.

Barrier creams (unless used solely for weather-related protection).

Rubber insulating gloves.

Mesh cut proof gloves, mesh or leather aprons.

SCBA, atmosphere-supplying respirators (escape only).

Respiratory protection.

Fall protection.

Ladder safety device belts.

Climbing ensembles used by linemen (e.g., belts and climbing hooks).

Window cleaners safety straps.

Personal flotation devices (life jacket).

Encapsulating chemical protective suits.

Reflective work vests.

Bump caps.

UOSH intends on adopting this final rule. The Utah Labor Commission will conduct an open meeting on the subject at 9:00 a.m. Wednesday, March 12, 2008. The meeting will be held in the UOSH conference room on the 3<sup>rd</sup> floor of the Heber Wells building (160 E. 300 S. Salt Lake City).

If you are interested in reading the Federal OSHA final rule, click [HERE](#). Or go to [www.osha.gov](http://www.osha.gov)

**OSHA 10 Hour  
Construction Industry classes**

<b>March 2008</b>	<b>May 2008</b>	<b>July 2008</b>	<b>Septem- ber 2008</b>
<b><u>19-20</u></b>	<b><u>21-22</u></b>	<b><u>16-17</u></b>	<b><u>24-25</u></b>
<b>November 2008</b>	<b>To register Call (801) 530-6855</b>		
<b><u>19-20</u></b>			



There is no cost to the employer or employees for the OSHA 10 Hour Class. Each employee that completes the 10 hour training will be issued a 10 Hour Occupational Safety and Health Training Course card, issued by the U.S. Department of Labor. An employee must attend all 10 hours to receive the card. All classes will be held in Room 1026 at the State Tax Commission Building, located at 210 North 1950 West, SLC. Classes begin each day promptly at noon and end, promptly at 5:00PM.

Vertical lifelines or lanyards must have a minimum breaking strength of 5,000 pounds, and be protected against being cut or abraded. Each employee must be attached to a separate vertical lifeline



**Did you Know?**

- Construction is one of the most hazardous industries in the United States.
- The number of back injuries in U.S. construction was 50% higher than the average for all other U.S. industries in 1999 (CPWR, 2002).
- Backaches and pain in the shoulders, neck, arms, and hands were the most common symptoms reported by construction workers in one study (Cook et al, 1996).
- Material handling incidents account for 32% of workers' compensation claims in construction, and 25% of the cost of all claims. The average cost per claim is \$9,240 (CNA, 2000).
- Musculoskeletal injuries can cause temporary or even permanent disability, which can affect the worker's earnings and the contractor's profits.

NIOSH has created a booklet which provides general information regarding the methods some construction contractors have used to reduce workers' exposures to risk factors for work-related musculoskeletal disorders. The booklet can be seen by clicking [HERE](#), or by visiting <http://www.cdc.gov/niosh/docs/2007-122/Intro/2007-122b.pdf>